

**TENTATIVE AGREEMENT**  
**BETWEEN**  
**CAJON VALLEY UNION SCHOOL DISTRICT**  
**AND**  
**CAJON VALLEY EDUCATION ASSOCIATION**

January 26, 2017

**ARTICLE XXI: COMPENSATION - SALARY AND MEDICAL BENEFITS**

A. Salary

A total of 2.55% ongoing dollars will be applied to the 2016-2017 salary schedule effective July 1, 2016.

**A total of .55% ongoing dollars will be applied to the salary schedule for one additional professional development day, effective July 1, 2016. Article X, Section E shall be modified to increase the work year for all unit members by one day. The District shall determine the professional development activities to improve student services on this day.**

**This equates to an increase of total ongoing compensation of 3.10%.**

**A total of .75% will be issued as a one-time off-schedule payment.**

**Rationale:**

*2.55% placed on Salary Schedule Raise  
Retroactive to start of year.*

*0.55% placed on Salary Schedule for working 186th Day to be placed on the calendar. No students on a date to be determined.*

*Retroactive to start of year.*

*0.75 will be a one-time off-schedule payment*

H. Teachers shall be compensated for additional services performed beyond regular contract duties as follows:

1. The District may request teachers to work additional days....

e. Teachers assigned to 6<sup>th</sup> Grade Camp on non-duty days shall be paid at their daily rate. **Teachers assigned to 6<sup>th</sup> Grade Camp on duty days shall be paid an additional \$100/day stipend per overnight stay. The stipend will be allocated to a maximum of one teacher per fifty (50) students attending camp.**

**Rationale:**

## **ARTICLE XI: CLASS SIZE AND BALANCE**

- A. The Governing Board agrees to the following student class size limitations:
1. TK-3 and 3/4 combination class overall school site ratios shall not exceed 25 however, for those TK-3 classes for which the District does not receive class size reduction funds, the overall District ratio shall not exceed 30. ~~Beginning July 1, 2017, class size for TK-3, and for 3/4 combination classes overall school site ratios shall not exceed 24, however for those TK-3 classes that the District does not receive class size reduction funds, the overall District ratio shall not exceed 30 unless modified by future agreement of both parties.~~
  2. No Changes
  3. ~~For the 2014-2015 school year...~~
  4. 3. Should a middle school overall pupil-teacher ratio exceed 27.4 (equivalent to an average class size of 32.9), or any individual...
  5. 4. No Changes
  6. 5. No Changes

### **Rationale:**

*Effective July 1, 2017 - TK - 3 and 3/4 shall not exceed 25. Saves 1.2 million dollars which is used to fund District Salary offer.*

## **ARTICLE XVI: LEAVES WITH PAY**

### **Sick Leave:**

**A.3 Illness due to pregnancy shall be treated as any other illness. Provided that after giving birth the unit member shall have 3 weeks of paid maternity leave. The leave is only taken on "contract days" for which unit members are paid. Therefore, non-paid days (weekends and breaks) do not count against the three (3) weeks of paid leave. These maternity leave days shall not be deducted from the unit member's accumulated leave balance. It is the responsibility of the bargaining unit member to notify the District and provide documentation regarding the childbirth.**

**A.8 Parental Leave: Sick leave may be used for parental leave. Parental leave is defined as leave taken for the birth of a child of the employee or placement of a foster or adoptive child with the employee. When an employee has exhausted all accumulated sick leave, and continues to be absent from his or her duties on account of parental leave, the employee shall be compensated at the differential pay rate described in paragraph A.4 of this article for the remaining portion of the 12-workweek period of parental leave. The 12-workweek period of parental leave shall be reduced by any period of sick leave, including accumulated sick leave, taken during a period of parental leave. An employee shall not**

be provided more than one 12-workweek period for parental leave during any 12-month period. Parental leave pursuant to this paragraph shall run concurrently with parental leave taken under the Family Medical Leave Act or the California Family Rights Act. The basic minimum duration of parental leave is two weeks. However, the District shall grant a request for parental leave of less than two weeks duration on any two occasions. The purpose of this paragraph is to comply with Education Code 44977.5.

**Rationale:**

*A.3 Effective and Retroactive to July 1, 2016 members who give birth receive 3 weeks paid leave that will not be deducted from their accumulated leave balance (sick leave). Cannot be used for leave prior to the birth.*

*A.8 Parental Leave is implemented according to EdCode*

**ARTICLE X: TEACHER WORKDAY AND YEAR**

~~J.—As referenced below, beginning July 1, 2015, all unit members will attend six (6) additional District directed hours (in 1-6 hour increments) of professional development. The District and/or site will provide and identify a variety as well as multiple opportunities for professional development to satisfy the six (6) hours. These hours must be completed outside the work day and may not be completed on Modified Mondays. All hours must be completed between July 1 and May 31 of each school year. Failure to complete all or a portion of the six (6) hours will result in a proportionate deduction in salary and number of days worked reported to CALSTRS and/or CALPERS. If District and/or site professional development activities do not meet the needs of a unit member, the unit member and the site principal or supervising administrator may mutually agree to alternative professional development activities. CVEA and the District agree to meet upon request by either side between March and April of each year to determine the program's effectiveness, review the program's original intention, and modify implementation of the program for the following year if both parties' mutually agree to such changes.~~

**Effective July 1, 2017 all elementary and middle schools will participate in three (3) non-student professional development days.**

- **One (1) professional development day is currently contracted**
- **One (1) Floating Professional Development Day (currently known as 185<sup>th</sup> Day) will include:**
  - **Three (3) hours of District mandated professional development completed prior to September 30 of each school year.**
    - **All part-time certificated bargaining unit members must complete the three (3) hours mandated professional development prior to September 30 of each school year to meet the minimum requirement of the floating professional development day.**
    - **Three (3) hours of self-selected District offered professional development prior to May 31 of each school year.**
      - **Part-time certificated bargaining unit members contracted less than .50 FTE are not required to attend self-selected professional development.**
      - **Part-time certificated bargaining unit members in a .50-.70 FTE**

- must complete a minimum of 1 hour of self-selected professional development to meet the minimum requirement of the Floating Professional Development Day.
- Part-time certificated bargaining unit members in a .71-.99 FTE must complete a minimum of 2 hours of self-selected professional development to meet the minimum requirement of the Floating Professional Development Day.

The six (6) Floating Professional Development hours must be completed outside the work day and may not be completed on Modified Mondays.

Failure to complete the three (3) hours of District mandated professional development prior to September 30 will result in a mandated staff meeting outside of the regular work day and/or regular meetings to complete the three (3) hours of mandated professional development.

Failure to complete all or a portion of the six (6) hours will result in a proportionate deduction in salary and number of days worked reported to CalSTRS and/or CalPERS.

- One (1) additional professional development day will be added as referenced above in Article XXI – Compensation and Salary

**Rationale:**

*Effective July 1, 2017, Floating Professional Development Day (185th Day NOT on calendar) will be comprised of 3 mandated video trainings (Blood-borne pathogen, etc.). By state mandate, must be completed by September 30th of each school year. This will count as 3 hours of the Floating Professional Development Day.*

*The other 3 required hours will include 3 hours of self-selected (chosen by member) District-offered professional development which must be completed by May 31st of each school year. All trainings must be completed outside the work day (Modified Monday included).*

*An additional professional development day (186th day) without students will be added to the work calendar. Format and date to be determined.*

**ARTICLE XXVII: REOPENER**

On or about April 1, 2016–7, Article XXI: Compensation-Salary and Medical Benefits of this contract plus up to three articles selected by the Association and up to three articles selected by the Governing Board shall be reopened for a negotiated adjustment to the 2016-2017 **2017-2018** year of this agreement. Both the Association and the Governing Board may use one of their three reopeners to introduce a new article. At any time Articles that are mutually agreed upon may be discussed.

**ARTICLE XXIX: DURATION**

This contract shall remain in full force and effect until June 30, 2017 **8** subject to re-opener rights as provided for in this agreement.

Rationale: This is NOT a 2 year contract.

**CAJON VALLEY UNION SCHOOL DISTRICT CAJON VALLEY EDUCATION ASSOCIATION**

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Date \_\_\_\_\_